



Office of Labor Standards ♦ Seattle Office for Civil Rights  
**JUNE 2016 MONTHLY DASHBOARD**

Seattle Labor Standards

- Paid Sick and Safe Time (PSST) 9/1/2012
- Fair Chance Employment (FCE) 11/1/2013
- Wage Theft (WT) 4/1/2015
- *Subset of Wage Theft*
- Minimum Wage Ordinance (MWO) 4/1/2015

**A. Employer Inquiries**

	June 2016	Year to Date	Since Implementation
PSST	55	411	3,601
FCE	5	21	205
WT	43	450	1,455
<i>MWO</i>	24	270	1,188
<b>Total</b>	<b>103</b>	<b>882</b>	<b>5,266</b>

**B. Employee Inquiries**

	June 2016	Year to Date	Since Implementation
PSST	29	206	1,126
FCE	4	20	110
WT	32	286	555
<i>MWO</i>	12	163	321
<b>Total</b>	<b>65</b>	<b>512</b>	<b>1,791</b>

(continued)

### C. Employee Inquiry Resolution

June 2016	
<b>PSST</b>	<b>29</b>
Investigation	-
Info Provided	6
Referral	-
Insufficient Info	5
No Jurisdiction	-
Open	18
<b>FCE</b>	<b>4</b>
Investigation	-
Info Provided	1
Referral	-
Insufficient Info	-
No Jurisdiction	-
Open	3
<b>WT</b>	<b>32</b>
Investigation	2
Info Provided	7
Referral	6
Insufficient Info	3
No Jurisdiction	-
Open	14
<b>MWO</b>	<b>12</b>
<i>Investigation</i>	2
<i>Info Provided</i>	4
<i>Referral</i>	-
<i>Insufficient Info</i>	1
<i>No Jurisdiction</i>	-
<i>Open</i>	5
<b>Total</b>	<b>65</b>
Investigation	2
Info Provided	14
Referral	6
Insufficient Info	8
No Jurisdiction	-
Open	35

**D. Investigations – NEW**

	June 2016	Year to Date	Since Implementation
<b>PSST</b>	6	49	187
<b>FCE</b>	3	11	74
<b>WT</b>	13	58	130
<b><i>MWO</i></b>	12	43	105
<b>Total</b>	<b>22</b>	<b>118</b>	<b>391</b>

**E. Investigations – CLOSED**

Closures do not include Advisory Letters that were used for initial enforcement of PSST and FCE. When SOCR discontinued this method in January 2015, the office had resolved 200 PSST and 13 FCE Advisory Letters with monetary resolution of \$645.96; this amount is reflected in Section H, Monetary Remedies.

	June 2016	Year to Date	Since Implementation
<b>PSST</b>	<b>7</b>	<b>28</b>	<b>116</b>
Dismissal	2	4	16
Settlement	3	19	64
No Violation	1	3	22
Violation	1	2	14
<b>FCE</b>	<b>-</b>	<b>7</b>	<b>63</b>
Dismissal	-	-	5
Settlement	-	3	41
No Violation	-	1	7
Violation	-	3	10
<b>WT</b>	<b>7</b>	<b>26</b>	<b>41</b>
Dismissal	3	4	6
Settlement	2	17	25
No Violation	1	3	4
Violation	1	2	6
<b><i>MWO</i></b>	<b>5</b>	<b>20</b>	<b>34</b>
<i>Dismissal</i>	2	2	3
<i>Settlement</i>	2	16	24
<i>No Violation</i>	-	-	1
<i>Violation</i>	1	2	6
<b>Total</b>	<b>14</b>	<b>61</b>	<b>220</b>

**F. Investigations – OPEN**

	Currently (as of June 30, 2016)
<b>PSST</b>	71
<b>FCE</b>	11
<b>WT</b>	89
<b><i>MWO</i></b>	71
<b>Total</b>	<b>171</b>

#### G. Average # Days to Resolve Investigation

	June 2016	Year to Date	Since Implementation
<b>PSST</b>	182	183	154
<b>FCE</b>	-	170	93
<b>WT</b>	173	203	180
<b>MWO</b>	133	197	177
<b>Total</b>	<b>178</b>	<b>190</b>	<b>142</b>

#### H. Monetary Remedies

Penalties for the first year of MWO enforcement are limited to egregious violations (e.g. retaliation). Collections of unpaid final orders (\$150,906.45) have been referred to the City Legal Department. A significant portion of the unpaid final orders (\$140,947.28) is due from employer that filed for bankruptcy.

	June 2016	Year to Date	Since Implementation
<b>PSST</b>	<b>\$28,699.36</b>	<b>\$55,776.70</b>	<b>\$102,344.80</b>
\$ Employee Remedy	\$28,074.36	\$55,151.70	\$100,719.80
Civil Penalties	\$625	\$625	\$1,625
% Collected of Amount Due	100%	100%	100%
% Collected of Investigations with Amount Due	100% (1 of 1)	100% (9 of 9)	100% (38 of 38)
<b>FCE</b>	-	<b>\$750</b>	<b>\$20,000</b>
\$ Employee Remedy	-	\$750	\$19,250
Civil Penalties	-	-	\$750
% Collected of Amount Due	-	100%	100%
% Collected of Investigations with Amount Due	-	100% (1 of 1)	100% (4 of 4)
<b>WT</b>	<b>\$19,832.86</b>	<b>\$29,200.94</b>	<b>\$193,768</b>
\$ Employee Remedy	\$18,207.86	\$26,575.94	\$183,543
Civil Penalties	\$1,625	\$2,625	\$10,225
% Collected of Amount Due	54.63%	83.19%	14.33%
% Collected of Investigations with Amount Due	50% (1 of 2)	86.67% (13 of 15)	76% (19 of 25)
<b>MWO</b>	<b>\$19,832.86</b>	<b>\$29,160.37</b>	<b>\$193,727.43</b>
\$ Employee Remedy	\$18,207.86	\$26,535.37	\$183,502.43
Civil Penalties	\$1,625	\$2,625	\$10,225
% Collected of Amount Due	54.63%	83.15%	14.31%
% Collected of Investigations with Amount Due	50% (1 of 2)	85.71% (12 of 14)	75% (18 of 24)
<b>Total</b>	<b>\$48,532.22</b>	<b>\$85,727.64</b>	<b>\$316,112.80</b>

\$ Employee Remedy	\$46,282.22	\$82,477.64	\$303,512.80
Civil Penalties	\$2,250	\$3,250	\$12,600
% Collected of Amount Due	83%	95.21%	45.45%
% Collected of Investigations with Amount Due	66.67% (2 of 3)	92% (23 of 25)	91.04% (61 of 67)

#### I. Number of Employees Awarded Monetary Remedies

	June 2016	Year to Date	Since Implementation
PSST	47	140	231
FCE	0	1	3
WT	63	195	342
<i>MWO</i>	59	191	338
<b>Total</b>	<b>110</b>	<b>235</b>	<b>576</b>

#### J. Compliance Reviews - NEW

Compliance reviews monitor an employer's labor standards compliance after a settlement/final order.

	June 2016	Year to Date	Since Implementation
PSST	2	21	36
FCE	-	22	32
WT	3	10	11
<i>MWO</i>	2	9	10
<b>Total</b>	<b>5</b>	<b>53</b>	<b>79</b>

#### K. Compliance Reviews – Closed

	June 2016	Year to Date	Since Implementation
PSST	5	13	19
FCE	4	24	31
WT	-	1	1
<i>MWO</i>	-	1	1
<b>Total</b>	<b>9</b>	<b>38</b>	<b>51</b>

#### L. Compliance Reviews – OPEN

	June 2016
PSST	17
FCE	1
WT	10
<i>MWO</i>	9
<b>Total</b>	<b>28</b>